



Sunshine Law Request
from the
Missouri Attorney General's Office



ATTORNEY GENERAL OF MISSOURI
ERIC SCHMITT

April 13, 2022

Custodian of Records
Kirkwood School District
1099 Milwaukee St.
Kirkwood, MO 63122

*Sent via email to ksdsuperintendent@kirkwoodschoools.org; and
laura.heidenreich@kirkwoodschoools.org*

RE: Sunshine Law Request

Dear Ms. Heidenreich:

I write to request copies of the following public records pursuant to Chapter 610 of the Missouri Revised Statutes:

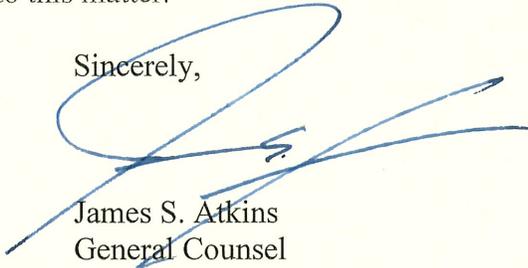
1. All contracts, including scope of work agreements, with any consulting company or entity (whether for profit, or not-for-profit) that provides justice, diversity, equity or inclusion training (or any similar training regardless of how titled or referenced) entered into by the Kirkwood School District during calendar years 2020, 2021 or 2022 including, but not limited to, any contract for services with Educational Equity Consultants.
2. All invoices, paid and unpaid, from Educational Equity Consultants, or any other consulting company or entity as described in request number one with which the district engaged, received by Kirkwood School District during calendar years 2020, 2021 and 2022.
3. All presentations and training materials provided to the district by Educational Equity Consultants, or any other consulting company or entity as described in request number one. As used in this request, "presentations and training materials" means any document – whether hard copy or electronic – provided or used during any portion of justice, diversity, equity or inclusion training including, but not limited to, Power Point presentations, charts, graphs, pictograms, articles or demonstrative exhibits.

I request that all responsive records be produced electronically, or be made available immediately for inspection.

This request seeks documents that are in the public interest because they are likely to contribute to a better understanding of the operations or activities of Kirkwood School District. In addition, this is not a request for commercial purposes. For these reasons, pursuant to § 610.026.1(1), RSMo, the Missouri Attorney General's Office requests a waiver of any fees associated with processing this request for records.

Thank you for your time and attention to this matter.

Sincerely,

A handwritten signature in blue ink, appearing to read 'J.S. Atkins', is written over the typed name and title.

James S. Atkins
General Counsel



ATTORNEY GENERAL OF MISSOURI
ERIC SCHMITT

April 13, 2022

Custodian of Records
Kirkwood School District
1099 Milwaukee St.
Kirkwood, MO 63122

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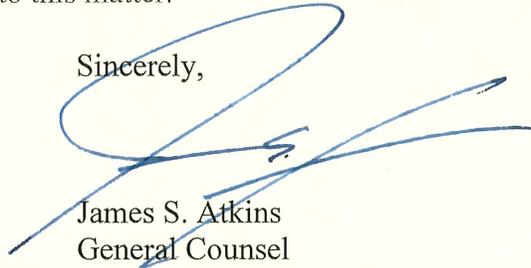
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Sincerely,

A handwritten signature in blue ink, appearing to read 'James S. Atkins', is written over the typed name and title.

James S. Atkins
General Counsel



Responsive Documents

from the School District

KIRKWOOD SCHOOL DISTRICT R-7

VENDOR NO. 27819

CHECK NO. 453768

Account	Purchase Order	Invoice Number	Amount	Description
1121131050108250 6319	02002374	2265	1,200.45	FACILITATOR CERTIFICA
1121133000108250 6319	02002374	2265	473.03	FACILITATOR CERTIFICA
1121133025108250 6319	02002374	2265	449.18	FACILITATOR CERTIFICA
1121135000108250 6319	02002374	2265	365.70	FACILITATOR CERTIFICA
1121135020108250 6319	02002374	2265	397.50	FACILITATOR CERTIFICA
1121135060108250 6319	02002374	2265	369.70	FACILITATOR CERTIFICA
1121136000108250 6319	02002374	2265	365.70	FACILITATOR CERTIFICA
1121136020108250 6319	02002374	2265	353.74	FACILITATOR CERTIFICA

27819 NCCJ ST. LOUIS

Kirkwood School District R-7
11289 Manchester Road
Kirkwood, MO 63122

BUSEY BANK
(Void After 180 Days)

01/30/20

453768

AMOUNT \$ *****3,975.00*

PAY THE SUM OF ***3975* DOLLARS AND *NO* CENTS**

TO THE ORDER OF NCCJ ST. LOUIS
1405 PINE STREET
SUITE 203
ST. LOUIS MO 63103

Darnel Frost
Michael Romay

Kirkwood School District R-7
11289 Manchester Road
Kirkwood, MO 63122

NCCJ ST. LOUIS
1405 PINE STREET
SUITE 203
ST. LOUIS MO 63103

20002773

NCCJ St. Louis
1405 Pine St., Ste 203
St. Louis, MO 63103
(314)432-2525
accounts@nccjstl.org
EIN 20-3162068



**Serious
education.
Bridging
differences.**

INVOICE

BILL TO
Shonda Ambers-Phillips
Kirkwood School District
11289 Manchester Rd
Saint Louis, MO 63122
United States

INVOICE # 2265
DATE 12/20/2019
DUE DATE 01/19/2020
TERMS Net 30

ACTIVITY	QTY	RATE	AMOUNT
FTCP Registration FTCP Cohort 16	1	3,975.00	3,975.00

BALANCE DUE \$3,975.00 ✓

PAID JAN 30 2020

*ok to pay
1/22/2020 alh*

SAFEGUARD BUSINESS SYSTEMS
800-991-9417

KIRKWOOD SCHOOL DISTRICT R-7

VENDOR NO. 28214

CHECK NO. 457993

Account	Purchase Order	Invoice Number	Amount	Description
1121131050108260 6391	02102536	2749	2,114.00	RACIAL EQUITY ROUND T
1121133000108260 6391	02102536	2749	833.00	RACIAL EQUITY ROUND T
1121133025108260 6391	02102536	2749	791.00	RACIAL EQUITY ROUND T
1121135000108260 6391	02102536	2749	644.00	RACIAL EQUITY ROUND T
1121135020108260 6391	02102536	2749	700.00	RACIAL EQUITY ROUND T
1121135060108260 6391	02102536	2749	651.00	RACIAL EQUITY ROUND T
1121136000108260 6391	02102536	2749	644.00	RACIAL EQUITY ROUND T
1121136020108260 6391	02102536	2749	623.00	RACIAL EQUITY ROUND T

28214 FORWARD THROUGH FERGUSON

THE FACE OF THIS DOCUMENT HAS A COLORED BACKGROUND ON WHITE PAPER. THERMOCHROMIC INK ON BACK.

Kirkwood School District R-7

11289 Manchester Road
Kirkwood, MO 63122

BUSEY BANK
(Void After 180 Days)

06/03/21

457993

AMOUNT \$ *****7,000.00*

PAY THE SUM OF *****7000* DOLLARS AND *NO* CENTS

TO THE ORDER OF
FORWARD THROUGH FERGUSON
20 SOUTH SARAH STREET
ST. LOUIS MO 63108

Chad kavanaugh
Michael Ronay

⑈457993⑈ ⑆071102568⑆ 2170000512⑈

See Other Side For Opening Instructions

Kirkwood School District R-7
11289 Manchester Road
Kirkwood, MO 63122

FORWARD THROUGH FERGUSON
20 SOUTH SARAH STREET
ST. LOUIS MO 63108

Security features included. Details on back.

Signed Agreement



Consulting Service Contract

Project Title: Education Sector Racial Equity Roundtable

Commencement Date: 07/2021 Completion Date: 02/2022

THIS AGREEMENT made on May 17, 2021 is by and between Forward Through Ferguson (FTF) and Kirkwood School District hereinafter called the 'Client'

WHEREAS FORWARD THROUGH FERGUSON AND THE CLIENT DO MUTUALLY AGREE THAT:

1. The Client agrees to the Specifications of Work to be Performed in ATTACHMENT A-The Racial Equity Roundtable Application, herein incorporated
2. The Client shall pay Forward Through Ferguson for services rendered as shown below:

Contract for Services Not to Exceed: \$7,000

Disbursement Dates to be as follows:

1st half payment [June 21, 2021], 2nd half payment [July 23, 2021]

Upon receipt and certification of an itemized invoice from FTF, the Client will make said payment to:

**Forward Through Ferguson
Attn: David Dwight
20 South Sarah, St. Louis, MO 63108**

3. Indemnity: This section transfers certain risks between the parties if a third party sues or goes after the Client or the Contractor or both. For example if the Client gets sued for something that the Contractor did, then the Contractor may promise to come to the Client's defense or to reimburse the Client for any losses.
 - a. Client Indemnity. In this Contract, FTF agrees to indemnify the Client (and its affiliates and its and their directors, officers, employees, and agents) from and against all liabilities, losses, damages, and expenses (including reasonable attorneys' fees) related to a third-party claim or proceeding arising out of: (i) the work the FTF has done under this Contract; (ii) a breach by FTF of its obligations under this Contract; or (iii) a breach by FTF of the promises it is making in Section 5 (Representations).
 - b. Contractor Indemnity. In this Contract, the Client agrees to indemnify the FTF (and its affiliates and its and their directors, officers, employees, and agents) from and against liabilities, losses, damages, and expenses (including reasonable attorneys' fees) related to a third-party claim or proceeding arising out of a breach by the Client of its obligations under this Contract.
4. This contract shall be governed by the laws of the State of Missouri as to interpretation and performance.

5. Representations: This section contains important promises between the parties.

- a. Authority To Sign. Each party promises to the other party that it has the authority to enter into this Contract and to perform all of its obligations under this Contract.
- b. Subcontractors. If FTF uses employees or subcontractors, FTF also promises that these employees and subcontractors have signed contracts with FTF giving FTF any rights that the employees or subcontractors have related to FTF's background IP and work product.
- c. Contractor Will Comply With Laws. FTF promises that the manner it does this job, its work product, and any background IP it uses comply with applicable U.S. and foreign laws and regulations.
- d. Work Product Does Not Infringe. FTF promises that its work product does not and will not infringe on someone else's intellectual property rights, that FTF has the right to let the Client use the background IP, and that this Contract does not and will not violate any contract that FTF has entered into or will enter into with someone else.
- e. Client Will Review Work. Client promises to review the work product, to be reasonably available to the FTF if FTF has questions regarding this project, and to provide timely feedback and decisions.
- f. Client-Supplied Material Does Not Infringe. If the Client provides FTF with material to incorporate into the work product, the Client promises that this material does not infringe on someone else's intellectual property rights.

6. This contract may be amended only in writing signed by both parties.

7. This contract may be terminated by written notice within ten days by either party. Should the contract be terminated, the Client agrees to pay a prorated amount for the work completed.

8. Patents: Whenever any invention or discovery is made or conceived by FTF in the course of or in connection with this Service Contract, the Client shall furnish Forward Through Ferguson with complete information with respect thereto and FTF shall have the sole power to determine the disposition of title to and all rights under any application or patent that may result.

9. FTF gives the Client permission to use the work product as part of the Client's organizational development activities as well as in their portfolio, websites, and in other media, so long as it is to showcase work and not for any other purpose. The Client is not allowed to sell or otherwise use the work product to make money or for any other commercial use. The Client is not allowed to take back this license, even after the Contract ends.

10. FTF does not agree to sell, assign, or transfer and does not hereby sell, assign and transfer unto the Client, the entire right, title and interest within the United States, its territories and possessions, and all foreign countries to any and all Intellectual Property[1] developed, created, and/or invented under or pursuant to this Service Contract.

[1] "Intellectual Property" means, without limitation, all patents, trademarks, trade names, copyrights, trade secrets, and confidential information related to the work being performed under this Consultant Contract and further including all ideas, inventions, original works of authorship including, but not limited to, mask works, copyrights, technical data, trade secrets, know how, machines, research, compounds, composition of matter, product plans, products, processes, services, software, developments, formulas, technology, designs, drawings, engineering, hardware configuration information, marketing material and plans, logos, artwork, trade dress, trademarks, service marks, business method and business information related to the work being performed under this Consultant Contract whether or not protectable by applicable patent, copyright, trade name, trademark, trade secret or other laws.

11) Forward Through Ferguson is a 501(c)3 non-profit organization that is charting a path toward Racial Equity.

We:

- Work as a catalyst, connecting and challenging stakeholders across the region to implement the 189 calls to action outlined in the Ferguson Commission report.
- Help organizations and institutions build the capacity they need to dismantle systemic racism.
- Serve people of color, who most experience inequity, through a systems approach that will strengthen the region for us all.

Our core principles:

- We will apply (and model) a Racial Equity Lens
- We are committed to Radical Collaboration

- We are committed to Radical Listening
- We are committed to Policy & Systems Change

12) Collaboration with Clients: Forward Through Ferguson believes in partnering with organizations that support, uphold and display a desire to further the mission of creating an equitable region. We actively seek to collaborate with companies who value The Commission's Calls to Action and apply an equity lens to their policies and operations.

13) This Service Contract with Forward Through Ferguson or the signing of this contract is in no way an endorsement of the Client's racial equity position or its alignment to the Ferguson Commission's Calls to Action.

IN WITNESS WHEREOF, Forward Through Ferguson and the Client have executed this Contract.

BY THE CLIENT

FORWARD THROUGH FERGUSON

Name: David Ulrich X

Name: David Dwight IV

Title: Superintendent

Title: Executive Director, Lead Strategy Catalyst

Address: 11219 - 1st Anheuser Rd, Kirkwood, MO 63122

Address: 20 S. Sarah Street, St. Louis, MO, 63108

Signed: [Signature]

Signed: [Signature]

28214

21002958

Forward Through Ferguson
20 S. Sarah Street
MO US
3145180063
david@forwardthroughferguson.org

Invoice



FORWARD THROUGH FERGUSON

BILL TO
Kirkwood School District 11289 Manchester Rd Saint Louis, MO 63112

SHIP TO
Kirkwood School District 11289 Manchester Rd Saint Louis, MO 63112

INVOICE #	DATE	TOTAL DUE	DUE DATE	TERMS	ENCLOSED
2749	05/18/2021	\$7,000.00	06/17/2021	Net 30	

DATE	DESCRIPTION	QTY	AMOUNT
	Racial Equity Round Table	1	7,000.00

BALANCE DUE

✓ **\$7,000.00**

Shirley Anderson

PAID JUN 03 2021

KIRKWOOD SCHOOL DISTRICT R-7

VENDOR NO. 27770

CHECK NO. 460333

Account	Purchase Order	Invoice Number	Amount	Description
1122131050446500 6319	02201764	356	154.35	SPEAKER FOR PROFESSIO
1122133000446500 6319	02201764	356	59.50	SPEAKER FOR PROFESSIO
1122133025446500 6319	02201764	356	54.08	SPEAKER FOR PROFESSIO
1122135000446500 6319	02201764	356	49.08	SPEAKER FOR PROFESSIO
1122135020446500 6319	02201764	356	49.33	SPEAKER FOR PROFESSIO
1122135060446500 6319	02201764	356	42.21	SPEAKER FOR PROFESSIO
1122136000446500 6319	02201764	356	42.13	SPEAKER FOR PROFESSIO
1122136020446500 6319	02201764	356	49.32	SPEAKER FOR PROFESSIO

27770 ALIVE AND WELL COMMUNITIES

Kirkwood School District R-7
11289 Manchester Road
Kirkwood, MO 63122

BUSEY BANK
(Void After 180 Days)

02/11/22

460333

AMOUNT \$ *****500.00*

PAY THE SUM OF ***500* DOLLARS AND *NO* CENTS**

TO THE ORDER OF
ALIVE AND WELL COMMUNITIES
5501 DELMAR BLVD
SUITE B30
ST. LOUIS MO 63112

Jean Marie Andrews
Michael Romay

Kirkwood School District R-7
11289 Manchester Road
Kirkwood, MO 63122

ALIVE AND WELL COMMUNITIES
5501 DELMAR BLVD
SUITE B30
ST. LOUIS MO 63112

Alive and Well Communities

Invoice

5501 Delmar Boulevard, Suite B230
St. Louis, MO 63112

Date	Invoice #
1/26/2022	356

Bill To
Kirkwood School District 106 N. Sappington Road Kirkwood, MO 63122

P.O. No.	Terms	Project

Quantity	Description	Rate	Amount
	Diversity, Equity, & Inclusion Training	500.00	500.00
		PAID FEB 11 2022	
		Total	\$500.00
		Payments/Credits	\$0.00
		Balance Due	✓ \$500.00

314-898-4049

info@awcommunities.org

awcommunities.org

Educational Equity Consultants, LLC

9378 Olive Blvd., Suite 206
Saint Louis, MO 63132-3224

Date	Invoice #
8/1/2021	1843

Bill To
Kirkwood School District Attn: Ms. Roberta Woods 11289 Manchester Road Kirkwood, MO 63122

314-997-6500

P.O. No.	Terms
	Due on receipt

Description	Amount
Professional Development Program - Kirkwood Teachers of Color - October 27, 2021, January 19, 2022 and April 13, 2022 - Dr. Billie Mayo	2,025.00
Total	\$2,025.00

314-997-6500

Educational Equity Consultants, LLC
9378 Olive Boulevard, Suite# 206
St. Louis, MO 63132
314-997-6500

SERVICE AGREEMENT

**Professional Development Program
Kirkwood School District
Kirkwood Teachers of Color
October 27, 2021
January 19, 2021
April 13, 2021**

Educational Equity Consultants, LLC and Kirkwood School District – Kirkwood Teachers of Color have reached an agreement to provide a Professional Development Program on October 27, 2021, January 19, 2022 and April 13, 2022. The Professional Development Program will be facilitated by Dr. Billie Mayo.

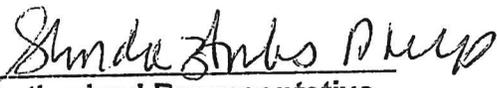
Kirkwood School District -- Kirkwood Teachers of Color

The Professional Development Program will be held on
October 27, 2021, January 19, 2021 and April 13, 2021

Professional Development Program

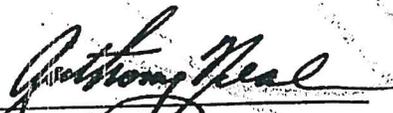
\$2,025

Total Program Cost: \$2,025



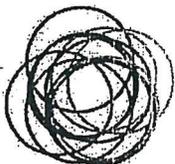
Authorized Representative
Kirkwood School District

8/19/21
Date



Artherly Neal
Educational Equity Consultant

8/1/2021
Date



Educational Equity Consultants

Where Change Starts With One And Ends With All

28214

21002958

Forward Through Ferguson
20 S. Sarah Street
MO US
3145180063
david@forwardthroughferguson.org

Invoice



FORWARD THROUGH FERGUSON

BILL TO
Kirkwood School District
11289 Manchester Rd
Saint Louis, MO 63112

SHIP TO
Kirkwood School District
11289 Manchester Rd
Saint Louis, MO 63112

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DATE	DESCRIPTION	QTY	AMOUNT
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BALANCE DUE \$7,000.00

Amelia Adams



Consulting Service Contract

Project Title: Education Sector Racial Equity Roundtable

Commencement Date: 07/2021 Completion Date: 02/2022

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1st half payment [June 21, 2021], 2nd half payment [July 23, 2021]

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Forward Through Ferguson
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20 South Sarah, St. Louis, MO 63108

3. Indemnity: This section transfers certain risks between the parties if a third party sues or goes after the Client or the Contractor or both. For example, if the Client gets sued for something that the Contractor did, then the Contractor may promise to come to the Client's defense or to reimburse the Client for any losses.
 - a. Client Indemnity. In this Contract, FTF agrees to indemnify the Client (and its affiliates and its and their directors, officers, employees, and agents) from and against all liabilities, losses, damages, and expenses (including reasonable attorneys' fees) related to a third-party claim or proceeding arising out of: (i) the work the FTF has done under this Contract; (ii) a breach by FTF of its obligations under this Contract; or (iii) a breach by FTF of the promises it is making in Section 5 (Representations).
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- c. Contractor Will Comply With Laws. FTF promises that the manner it does this job, its work product, and any background IP it uses comply with applicable U.S. and foreign laws and regulations.
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9. FTF gives the Client permission to use the work product as part of the Client's organizational development activities as well as in their portfolio, websites, and in other media, so long as it is to showcase work and not for any other purpose. The Client is not allowed to sell or otherwise use the work product to make money or for any other commercial use. The Client is not allowed to take back this license, even after the Contract ends.

10. FTF does not agree to sell, assign, or transfer and does not hereby sell, assign and transfer unto the Client, the entire right, title and interest within the United States, its territories and possessions, and all foreign countries to any and all Intellectual Property^[1] developed, created, and/or invented under or pursuant to this Service Contract.

^[1] "Intellectual Property" means, without limitation, all patents, trademarks, trade names, copyrights, trade secrets, and confidential information related to the work being performed under this Consultant Contract and further including all ideas, inventions, original works of authorship, including, but not limited to, mask works, copyrights, technical data, trade secrets, know how, machines, research, compounds, compositions of matter, product plans, products, processes, services, software, developments, formulas, technology, designs, drawings, engineering, hardware configuration information, marketing material and plans, logos, artwork, trade dress, trademarks, service marks, business methods, and business information related to the work being performed under this Consultant Contract whether or not protectable by applicable patent, copyright, trade name, trademark, trade secret or other laws.

11) Forward Through Ferguson is a 501(c)3 non-profit organization that is charting a path toward Racial Equity.

We:

- Work as a catalyst, connecting and challenging stakeholders across the region to implement the 189 calls to action outlined in the Ferguson Commission report.
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IN WITNESS WHEREOF, Forward Through Ferguson and the Client have executed this Contract.

BY THE CLIENT

FORWARD THROUGH FERGUSON

Name: David Ulrich

Name: _____

Title: Superintendent

Title: _____

Address: 11289 Manchester Rd, Kirkwood, MO 63122

Address: 20 S. Sarah Street. St. Louis, MO, 63108

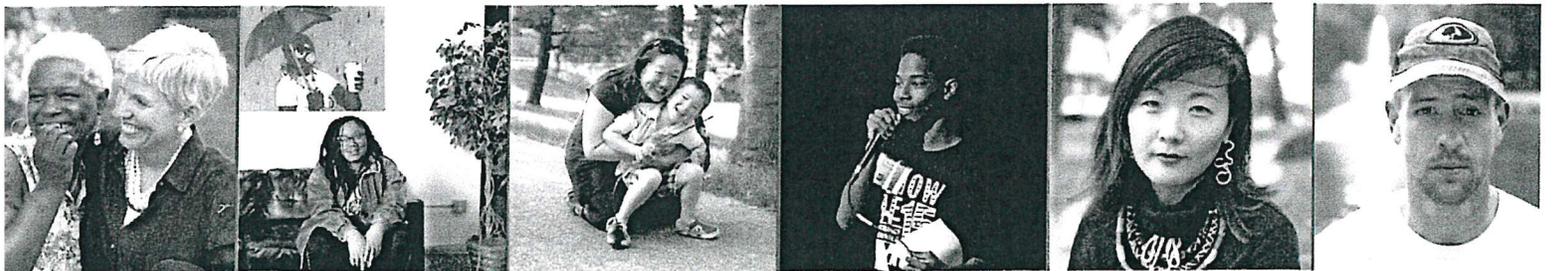
Signed: [Signature]

Signed: _____



2021 EDUCATION COHORT APPLICATION

APPLICATIONS DUE BY MARCH 26, 2021
11:00PM CST



FORWARD THROUGH FERGUSON



FORWARD THROUGH FERGUSON

Instructions for the Ed Racial Equity Roundtable Action Plan, 2021 Cohort

Dear 2021 Roundtable Participants,

As we wrap up our round of case studies and reflections it's time to shift our practice to action planning. Review the [Sustainable Equity Development Goals](#) document, as well as the [6-month foundation](#) (pgs 18-39) for examples and inspiration. Please review the following instructions carefully, and reach out to facilitators with any questions.

- Download the [action plan template spreadsheet](#) and duplicate a copy of the sheet. Rename the duplicate document “[your organization name] RERT Action Plan.” The duplicate version is the document to edit, but keep both copies.
- The template is organized into 5 sections. Section 6 is an example of how to fill out the sheet. There is no need to create goals for section 6, since those topics are addressed in section 1 (you can indicate any new goals on that topic in section 1)
- Create at least one goal in each section, assign roles as owners, assign organizational leaders as “accountable groups” and include a realistic implementation timeline (up to two years out from Jan ‘21), and an anticipated (or aspirational) budget. The last four columns are a tracker, so there is no need to fill that out yet. You will utilize that to keep track of your progress after the Roundtable ends. If you already have an action plan for Racial Equity goals, you are welcomed to include those goals into the template, however, you are still expected to create at least one new goal in at least three sections.
- Work in your accountability groups to give each other feedback and to support each other during the process. The facilitators are also here to support you.
- Please include a 1-page executive summary about your action plan, connecting it to your case study work, and your learnings during the roundtable.
- Deadlines:**
 - Come to the January 14, 2022 session with a draft ready to workshop it together
 - Send your finalized spreadsheet and 1-pager **by Monday, February 7 at 11pm**



FORWARD THROUGH FERGUSON

Questions to Consider:

As you assign owners to each action in your plan, think through various ways to activate and operationalize current systems and departments/groups of staff roles.

Internal/external - is this action stem something we have skills in-house to do? Or would it be a resource best invested in through an outside consultant?

- a. Is it/can it be part of a person's job - is the ongoing contribution of time sustainable across a year or more?
- b. Time bound - do we need a project manager across a specific period of time?

If you have any questions or need additional support, please feel free to contact Faybra by email. We are looking forward to seeing the exciting work that you'll prioritize.

FTF BACKGROUND

The Ferguson Commission—appointed in response to the killing of Michael Brown Jr. and the community uprising—identified racial inequity as the underlying cause of the social and economic conditions impeding progress, equality, and safety in the St. Louis region. The Ferguson Commission Report outlined 189 calls to action and named accountable bodies to turn those calls into action and created a new organization, Forward Through Ferguson, to carry on its work.

Anchored in the collaborative, unflinching, and community-driven principles of the Ferguson Commission, Forward Through Ferguson serves as an organizational catalyst for leading the St. Louis region on a path toward Racial Equity. Today, the organization:

- Works as a catalyst, connecting and challenging stakeholders across the region to implement the calls to action outlined in the Commission Report.
- Helps organizations and institutions build the capacity they need to dismantle systemic racism.
- Serves people of color, who most experience inequity, through a systems approach that will strengthen the region for us all.

Forward Through Ferguson believes in the power and potential of the St. Louis region. However, progress requires that our region have a shared vision of a racially equitable future. We push local initiatives and accountable bodies to radically imagine the year 2039—twenty-five years after the Ferguson uprisings—and to align their resources and action with transformational outcomes.

While we set our ultimate destination a generation from now, **there is urgent work that must be done today.** In reflection on the Ferguson Commission Report, synthesizing our learnings, and in collaboration with partners and community members we’ve developed three Action Strategies: advocate for policy and systems change, build racial equity capacity, and sustain the work.

Our Core Principles	
We Apply (And Model) a Racial Equity Lens	We Are Committed to Radical Listening
We Are Committed to Radical Collaboration	We Are Committed to Policy and Systems Change

RACIAL EQUITY ROUNDTABLE

ROUNDTABLE PURPOSE

The Education Racial Equity Roundtable (RER) is a cohort-based, monthly leadership development opportunity for institutions committed to equity to problem-solve, build relationships, and deepen their understanding of how to apply Racial Equity to organizational development and transformation. Leaders at traditional public school districts, charter networks, parochial/private schools, governmental education agencies, education-focused nonprofits, and institutions with a vested interest in the health of the PreK-12 education system. Participants are welcomed to join in teams of two or three. Through the implementation of the program components in the next section, the RER objectives are to:

Grow Equity Leadership – by creating a courageous space for institutional leaders to practice applying a Racial Equity lens and fostering depth of knowledge.

Promote Problem-Solving – by providing frameworks, real-life case studies of Roundtable members, and facilitating shared learning.

Enable Accountability – by cultivating a shared culture for institutions to hold one another accountable for achieving outcomes-driven results along the Path to Racial Equity.

Foster Community – by providing a courageous space for institutions with a shared commitment to Racial Equity to build meaningful relationships.

The Racial Equity Roundtable is a dynamic example of accountability through vulnerability and shared knowledge. It's easy for organizations to feel isolated – like they're the only ones trying to develop a Racial Equity lens or implement racially equitable policies. Yet when they get together, they can see that there is no straight line for this work and become more comfortable pushing themselves to move forward rather than remaining inequitable.

- Dr. Kira Hudson Banks, Professor, St. Louis University



ROUNDTABLE OVERVIEW & HISTORY

Racial Equity can be defined as a state in which life outcomes are no longer predictable by race. FTF is facilitating a policy- and systems-driven approach and action strategies toward a St. Louis where race doesn't influence things such as the likelihood to graduate from high school, get a job, or have easy access to fresh food.

Yet even when policies are more equitable, they must still be implemented. **Equitable policy and systems implementation rests on people in institutions and their understanding of the root causes of racial inequity and their impact on leadership, governance, operations, and programs or services.**

The Racial Equity Roundtable is part of the Build Racial Equity Capacity strategy of Forward Through Ferguson's [#STL2039 Action Plan](#), which contains strategies to achieve a St. Louis region where Racial Equity is the reality by 2039 – a generation after the killing of Michael Brown Jr.

FTF completed the one-year pilot and six-month evaluation and iteration process to test the Roundtable's utility and efficacy. The pilot included a diverse group of approximately 30 institutions, including small and large nonprofits, quasi-governmental organizations, schools, arts and cultural organizations, and business associations.

Unanimously, participants reported that the Racial Equity Roundtable was a useful, engaging, and beneficial program for their institution. It is clear that there is no "one-size-fits-all" way to achieve Racial Equity. It is individualized and sometimes "messy" work. Members of the pilot found that the Roundtable provided a common framework, initial assessment tools, and constructive problem-solving community that bolstered their organizational Racial Equity transformation work.

FTF launched its latest cohort in January 2020, expanding the foundation and formalizing the approach laid by the initial pilot. In fall 2020, with the input of over 70 education administrators, parents, educators, and policymakers—FTF released the [Still Separate, Still Unequal](#) tool about the root causes of education outcome disparities and the [State of Education Reform](#) on Youth at the Center implementation progress and the health of the education reform movement.

In 2021, FTF is building on this momentum by bringing in a new **Education Sector Cohort**—in parallel with a cohort of cross-sector cohort—learning and launching to engage in deep Racial



Equity Capacity Building work that is specific to the concerns of preK-12 Educational institutions in the St. Louis Region. **This application is for the Education Sector Cohort.**

ROUNDTABLE KEY COMPONENTS

Case Study Creation: each participating institution completes a guided Racial Equity case study examining its organizational history, current landscape, strengths and challenges.

Resource-Generation: Institutional case studies and discussion will be synthesized to generate new knowledge, approaches, and tools for Roundtable members to leverage and support their work.

Intergroup Dialogue: Monthly roundtable discussions include reflections on readings and dialogue on Racial Equity topics specific to the field of PreK-12 Education. FTF facilitators will also hold affinity groups.

Community-Building: While the roundtables provide space for shared learning about foundational Racial Equity work, there is also intentional focus on cultivating trust, building meaningful relationships, and strategizing the practice of radical collaboration between Education leaders.

ELIGIBILITY

The upcoming Racial Equity Roundtable cohort will be comprised of sector leaders of preK-12 education institutions (including traditional public school districts, charter networks, parochial / private schools, governmental education agencies, education-focused nonprofits, and institutions with a vested interest in the health of the PreK-12 education system).

Eligible organizations and businesses must have:

- Institutional leadership that has demonstrated commitment to forward movement along the racial equity continuum (e.g. awareness, understanding, transforming).
- Read and become familiar with the Forward to Ferguson “#STL2039 Action Plan: Achieving an Equitable St. Louis” and recognizes, embraces and/or commits to alignment with the plan prior to attendance of the first meeting.
- A team of two** to send to each monthly meeting, comprised of:
 - o One representative who is a member of the executive leadership team or has policy-making authority within the educational institution who will sustain continuous participation (e.g., Superintendent, Chief Academic Officer, School Board President, Executive Director, an appointed representative from a Local Education Agency Leadership Team), and

- At least one representative that identifies as a Person of Color and has a commitment to Racial Equity, particularly if the executive team member is not a Person of Color (as applicable, when possible).
 - People who can make the commitment to attend at least 90% of the Roundtable experiences and meetings
- An internal group of staff ready to engage with the materials, experiences, and action plan brought back by the Roundtable team of two between meetings—including:
- **One alternate/substitute participant** who has agreed to step-in in the event that the primary leaders can no longer participate, and
 - People with policy and/or cultural influence in the organization to support integration of Racial Equity learnings and action plans into the functions of the organization over time.

Institutions are limited to no more than two representatives to a single meeting, given logistics and program planning/design.

Institutions or collaborative partnerships may and are encouraged to apply as a group or sector; please note such connections on the application.

APPLICATION TIMELINE

Activity	Date
Racial Equity Roundtable Application Available	February 19 th , 2021
Racial Equity Roundtable Application Due	March 26 th , 2021
Cohort Institutions Selected and Notified	April 26 th , 2021
Cohort Institutions Signed Memorandum of Participation to Reserve Spot	May 14 th , 2021
Make Initial Deposit, or Partial Payment	June 21 st , 2021



<p>Cohort Initial Meeting</p> <p><i>(A full program meeting schedule with logistics will be shared with all member institutions upon receipt of the deposit)</i></p>	<p>Friday, July 9th, 2021</p>
<p>Meeting Dates – 2rd Friday of the Month through February 2022</p>	<p>2020: July 9th, August 13th, September 10th, October 8th, November 12th, December 10th 2021: January 14th, February 11th,</p>

ROUNDTABLE FEES

The fee for participation is \$7000, to be paid in two installments according to the schedule above. Cost is per organization and includes two representatives, 8 monthly meetings, and FTF support of case study and action plan creation.

A limited number of scholarships are available upon request and will be granted in consideration of the current and historical financial health of the institution in context of educational funding and systemic racism in Missouri.

EVALUATION

FTF is committed to continuous improvement of the Racial Equity Roundtable. The evaluation of the roundtable will focus on: (1) understanding the program impact on participants and their institutions and (2) determining how well the program is working and areas for strengthening implementation.

The results will be used by FTF to (a) inform the knowledgebase of what is needed to support institutional Racial Equity transformation, (b) guide program improvement, and (c) communicate and document the transformation of St. Louis institutions towards more racially equitable institutions. The results will also be shared with participating institutions and the broader community to increase awareness and enhance learning.

Key questions to be answered by the evaluation process will include, but are not limited to:

- To what extent has participation in the Racial Equity Roundtable changed participants' perceived and actual Racial Equity leadership and problem-solving skills to address racial inequities within their own institution?



- To what extent has the Racial Equity Roundtable developed a community of racial equity advocates?
- In what ways have Racial Equity Roundtable institutions changed as a result of their involvement in the program, and how satisfied are the participants with their experience?
- To what extent has the Racial Equity Roundtable program been implemented as planned?

...continues on next page.



APPLICATION SUBMISSION INSTRUCTIONS

SUBMIT APPLICATIONS

BY MARCH 26, 2021, 11:00PM CST

Please compile your application materials into a single PDF, attached to an email. Send email with file to:

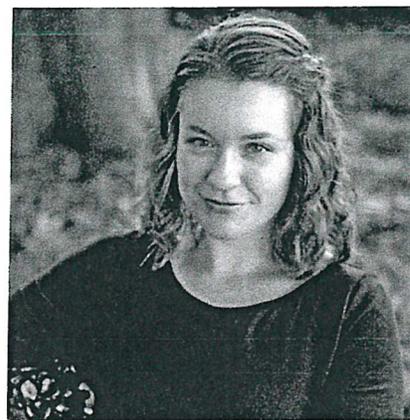
FAYBRA@FORWARDTHROUGHFERGUSON.ORG AND

SARAH@FORWARDTHROUGHFERGUSON.ORG

Note: If you do not have access to a scanner or ability to print & sign, please contact Sarah Murphy at the above address to discuss alternative application submission pathways.



FAYBRA HEMPHILL
Director of Racial Equity Capacity



SARAH MURPHY
Racial Equity Fellow

RACIAL EQUITY ROUNDTABLE APPLICATION

Submit application parts I - III by March 26, 2021 11:00PM CST

GENERAL INFORMATION				
Institution Name	Kirkwood School District			
Address (including City, State and Zip Code)	11289 Manchester Rd 63122			
Phone Number	(314) 213-6100	Website	-	
Primary Staff or Board Contact for Racial Equity Roundtable	Name	Dr. Shonda Ambers-Phillips		
	Title	ED EWT		
	Phone and Email Address	(314) 213-6125 or 314-482-9004 shonda-ambers-phillips@kirkwoodschools.org		
Racial Equity Roundtable Participants (Limited to Two Individuals)	Name	Shonda Ambers-Phillips Executive Director		
		shonda.ambersphillips@kirkwoodschools.org		
Alternative Participant	Name	Romona Miller		
		Principal, Pioneer Pathway		
Institution's Role or Stake in PreK-12 Education	Public School District (St. Louis County)			
Institutional Type (Check Primary Category)	Corporate or For-Profit Business	<input type="radio"/>	Nonprofit (Service Provider) <input type="radio"/>	
	Government or Public	<input type="radio"/>	Philanthropic/Grantmaker <input type="radio"/>	
	Health Institutions	<input type="radio"/>	Pre-K to 12 Education Provider <input checked="" type="radio"/>	
	Higher Education	<input type="radio"/>	Other: <input type="radio"/>	
Percentage Breakdown by Race or Ethnicity				
Total Number Staff/Personnel FTE: <u>852</u> PTE: _____	African American or Black	12.6%	Native American	0
	Alaska Native	0	Native Hawaiian	0
	Asian American	1.6%	White American or Caucasian	85.5%
	Hispanic or Latino	UN	Pacific Islander	0
	Other or Unspecified	UN		
Total Number of Voting Board Members <u>7</u>	African American or Black	2	Native American	0
	Alaska Native	0	Native Hawaiian	0
	Asian American	0	White American or Caucasian	5
	Hispanic or Latino	0	Pacific Islander	0
	Other or Unspecified	0		
Estimated Number of Clients or Consumers Served per Year <u>5864</u>	African American or Black	9.3	Native American	0.1
	Alaska Native	0.1	Native Hawaiian	0
	Asian American	1.7	White American or Caucasian	79.1
	Hispanic or Latino	4.4	Pacific Islander	0
	Other or Unspecified	5.3		

One member to be during term



PART II – APPLICATION QUESTIONS

Not to exceed four pages, please respond to the following questions. Please indicate "Not Applicable" if needed.

1. What are the institution's specific goals or intended outcomes to become racially equitable? How will participating in the Racial Equity Roundtable assist the institution in achieving those goals or outcomes? *Take force report*
2. Are the institution's racial equity goals or intended outcomes formally incorporated into a strategic or business plan as a priority for leadership/management, operations and programming/services? If so, please state the strategies below as reflected in the plan.
3. How have the Board (school, organizational, etc.) and staff leadership made a formal commitment to Racial Equity? Please describe efforts undertaken to date and any results or changes. *Take force report*
Governance Plan, Racial Equity / Education
4. What resources are being utilized to support the institution's Racial Equity efforts? How is the institution evaluating those efforts to determine impact & organizational change? *Research study, work v/out sheet, body for Equity*
Early Policy, Board
5. If the institution conducted a racial equity assessment, what tool was used and what are the key highlights? If the institution did not perform an assessment, please share how the institution recognized and decided to pursue Racial Equity as relevant to leadership and operations. *10*
P. 10
6. Who is responsible within the institution for leading Racial Equity efforts? If the institution is utilizing a consultant, please provide the name of the consultant or firm. *- Dr A P, Dept, Board, Educ. ETF, Schools, 10/202*
7. How does the institution's racial equity goals and intended outcomes as well as efforts taken to date, if any, align with the **Forward Through Ferguson #STL2039 Action Plan** and the region's **Equity Indicators**?

Additional Questions for Prior Roundtable Participants Only

1. How did the 2016 Racial Equity Roundtable assist the organization in its work to achieve racial equity? What measures have been undertaken since the initial pilot to attain racial equity?
2. Based on your experience in the pilot Racial Equity Roundtable, what additional resources, training or support would be beneficial to the institution and other participating groups for the upcoming program?



PART III – PARTICIPATION AGREEMENT

Forward Through Ferguson is committed to facilitating a transformative experience that will foster meaningful impact within each participating organization. Gaining intentional consent and agreement to participate from all involved parties is an important step in our process.

Please read and initial each of the following statements, signifying that you agree.

The leadership of our organization is aware of, understands, and supports this application.

As a representative of my organization, we are ready to engage with session materials with an attitude of curiosity, approach the work with humility, and behave respectfully towards all participants.

We agree to strive for 100% participation; we will plan to attend all the meetings.

We can commit to at least 80% participation, and that the 20% "wobble-room" will consist of unforeseen urgent conflicts.

To ensure that we uphold our organization's commitment to participation, we will make an agreement with someone else from our organization to be a substitute in the event of an unexpected conflict. The designated substitute will be (print name) Romona Miller.

We agree to come to each session prepared, having done the pre-work to the best of our ability.

I, (print name) Shonda Amber Phillips have reviewed all the materials within this application and certify that they reflect the organization I represent, (print organization) Kirkwood School District, to the best of my knowledge at this time. I agree to all of the above statements.

Signed: Shonda Amber Phillips Date: 4/2/21

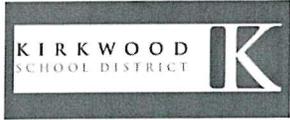
I, (print name) _____ have reviewed all the materials within this application and certify that they reflect the organization I represent, (print organization) _____, to the best of my knowledge at this time. I agree to all of the above statements.

Signed: _____ Date: _____

I, (alternate member print name) _____ have reviewed all the materials within this application and certify that they reflect the organization I represent, (print organization) _____, to the best of my knowledge at this time. I agree to all of the above statements and to step up to participate in the event one of the primary participants can not.

Signed: _____ Date: _____

We have an educational equity leadership team. I would like to provide equal opportunity for a volunteer to join me. I can identify the second person, if accepted.



Angeline ONealHogrefe <angeline.onealhogrefe@kirkwoodschoools.org>

[External] Robinson Elementary ARE Capacity Building + Coaching Proposal Draft

5 messages

Sherita Love <sherita@edequitycenter.org>

Wed, Jun 2, 2021 at 11:26 PM

To: angeline.onealhogrefe@kirkwoodschoools.org, ackerman.whitney@gmail.com

Cc: sherita@changingsystems.org

Angeline and Whitney,

I am circling back with a proposal draft as discussed. Once you have reviewed it, let me know of questions and/or needed clarification.

I want to ensure we are crafting something that works best for you and your teams so the goal here is to co-create a project for next year that will meet your needs. Your feedback and suggestions are greatly appreciated, particularly around the scope of the "who"/what stakeholders we want to engage in this work and when throughout the year.

Lastly, costs are also not final until we reach a final agreement and scope. If you have budgetary limitations or if we need to widen the scope, please let me know and we will proceed accordingly. We can set up a follow up call when you are ready.

Talk to you soon. Have a great rest of the week!

Sherita Love

Black | She/Her

Founder & Executive Director

The Education Equity Center of St. Louis

3407 S Jefferson Ave.

Schoolhouse #5

St. Louis, Mo. 63118

sherita@edequitycenter.org | PH: 314-403-0965

Facebook | Twitter | Instagram | www.edequitycenter.org

Book Time With Me: calendly.com/sheritalove

"To avenge the suffering of my ancestors, to earn the respect of future generations, and to be transformed in the service of the work"-Mary Hooks

Robinson Elementary(KSD)_ ARE Capacity Building and Coaching Proposal DRAFT(6_2_21).pdf
987K

Whitney Ackerman <ackerman.whitney@gmail.com>

Thu, Jun 3, 2021 at 8:59 AM

To: Angeline O'Neal-Hogrefe <angeline.onealhogrefe@kirkwoodschoools.org>

Thoughts?

Did you want to look into a few other options?

[Quoted text hidden]

--

Whitney Ackerman

Robinson Elementary(KSD)_ ARE Capacity Building and Coaching Proposal DRAFT(6_2_21).pdf
987K

Angeline ONealHogrefe <angeline.onealhogrefe@kirkwoodschoools.org>

Thu, Jun 3, 2021 at 10:07 AM

To: Whitney Ackerman <ackerman.whitney@gmail.com>

4/21/22, 10:28 AM

Kirkwood School District Mail - [External] Robinson Elementary ARE Capacity Building + Coaching Proposal Draft

Ugh yes please.... that's crazy expensive 😞. Do you still have the info I sent from Shonda id some other options? We could reach out to those and get quotes. Thoughts????

[Quoted text hidden]

--

Sincerely,

Angeline O'Neal-Hogrefe (Dr. OH)
Principal
Robinson Elementary

Angeline O'NealHogrefe <angeline.onealhogrefe@kirkwoodschoools.org>
To: Sherita Love <sherita@edequitycenter.org>
Cc: ackerman.whitney@gmail.com, sherita@changingsystems.org

Fri, Jun 4, 2021 at 3:48 PM

Hi everyone and Happy Friday-

Thank you for the detailed response. We are still awaiting information from two other companies. We will reach out and follow up with additional questions or our decision after evaluating the three proposals. Thanks so much and enjoy your weekend!

[Quoted text hidden]

--

[Quoted text hidden]

Sherita Love <sherita@edequitycenter.org>
To: Angeline O'NealHogrefe <angeline.onealhogrefe@kirkwoodschoools.org>
Cc: ackerman.whitney@gmail.com, sherita@changingsystems.org

Fri, Jun 4, 2021 at 4:10 PM

Sounds great, thanks for the update! Same to you all!

[Quoted text hidden]

[Quoted text hidden]

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**ARE (ANTI-RACIST EDUCATION) CAPACITY BUILDING + COACHING
ROBINSON ELEMENTARY
“ A CARING COMMUNITY WELCOMING ALL LEARNERS”
Project Scope and Proposal**

I. INTRODUCTION

II. CONSULTANT BIOGRAPHIES

III. PROJECT SUMMARY & DELIVERABLES

IV. ESTIMATED PROJECT COST & TIMELINE

V. EVALUATION

VI. SIGNATURE(S)

I. INTRODUCTION: CHANGING SYSTEMS

CHANGING SYSTEMS supports schools and education focused organizations across the globe who are invested in long-term systemic change at the personal, interpersonal, institutional and structural levels through anti-racist capacity building + coaching.

OUR APPROACH:

We Lead with Racial Equity recognizing that creation and perpetuation of racial inequities has been baked into education institutions, and that racial inequities across all indicators for education success are deep and pervasive. We design our convening, capacity building and systems change work to have a focus on race to ensure we capture black students and students of color in our work to address education inequality. Defaulting to traditional practices without an articulation of racial inequities leaves black students and students of color behind.

We explicitly name that students are also oppressed based on ethnicity, ability, sexual orientation, gender and marginalized identities. Focusing on racial equity provides the opportunity to introduce frameworks, tools and resources that support educators in their application to **all areas of inequity**. This work is not either/or, rather both/and.

We Focus on Holistic Engagement.

By engaging a diverse cross-section of stakeholders who are closest to the challenges presented by inequitable education systems, we have an opportunity to build the racial equity capacity of our educators and school system leaders. This will help build a collective approach to solving the complex, structural problems facing education and accelerate the implementation of effective strategies to improve outcomes for all students.

We Center Data Driven Impact.

Through convening, capacity and systems change, we encourage data collection and analyses to improve racial equity in education. By examining data, educators, districts and organizations get a closer look at student experiences and a more accurate sense for how our systems are not yet serving all students. This also provides an opportunity to create action plans for addressing inequities in student outcomes.

We Believe in Collective Action.

We all have a role to play in achieving racial equity in education. Our impact will be greater if we are organized and connected. The work of Changing Systems amplifies the collective voice of educators and encourages connected partnerships towards the full systemic advancement of racial equity in education.

II. CONSULTANT BIOGRAPHIES

ABAR IN EDUCATION LEAD ORGANIZER: SHERITA LOVE

Sherita Love is a fierce advocate for justice and liberation in education. She has deep knowledge and expertise as a classroom teacher, an entrepreneur, and anti-racist education catalyst. After teaching in elementary and middle school classrooms, Sherita moved into curriculum, program and staff development with a national nonprofit with locations in St. Louis and Southwest Illinois. There, she was also a national trainer in Leadership and Diversity & Inclusion courses for professional staff, served on the organization's Multicultural Mentorship Committee as well as the Diversity and Inclusion Council where she developed the current model for Diversity,

Inclusion and Global strategy for staff in St. Louis and Southwest Illinois. Sherita is currently the Executive Director of The Education Equity Center of St. Louis, a nonprofit fostering a regional approach to achieving racial equity in education through convening, capacity building and systems change. She is also the lead anti-racist education catalyst with Changing Systems where she works in collaboration with educators to dismantle systemic inequities as well as an adjunct professor with Washington University. Sherita is the co-founder of GLAMM (Girls Lead and Make Moves) promoting education and empowerment for young women of color, board member for The Leadership School in Normandy, Mo., board member of Educators for Social Justice, board member of

ConnectED Learning, advisory board member with the Education Foundation of the St. Louis Aquarium, a moderating facilitator with Crossroads Anti-Racist Organizers and Trainers, a consultant with a lens for supporting girls and students of color with Washington University’s STEM TeacherQuality Institute, and is a lead consultant with Education Equity Consultants.



EDUCATION ORGANIZING LEAD: DR. IAN BUCHANAN

Dr. Ian Buchanan, President/CEO of Nia Education Group, has committed almost three decades in service of students, organizations, families and communities. Dr. Ian has an impressively broad range of leadership, coaching, teaching and professional development experiences. Capacity-building is a skill, passion and gift for Dr. Ian. This commitment to capacity-building is driven by two guiding principles. The first guiding principle is “To whom much is given, much is required.” Ian recognizes his level of access, opportunity and capital. He leverages that and

decades of experience, technical skills and passion for change to help individuals and organizations reach their fullest potential.



EDUCATION ADVISOR: ARSENIA TATE

Arsenia is the Diversity Equity and Inclusion Director with St. Margaret of Scotland Catholic School in St. Louis, Missouri. Arsenia has developed and works from a transformative Culturally Responsive Teaching Model for Catholic Education called CARE+; Caring Catholic, Awareness Toward Achievement, Responsiveness to Childhood Development, Equity in Teaching, Excellence for All, Plus (+) Preparing the Whole Child in the Context of Faith and Action. The CARE+ model includes; ABAR language building blocks for PK-8, DEI Standards, Culturally Responsive Teaching Reports,

Differentiated ABAR Training for Educators, School-wide DEI Programming, and Parent Education opportunities. Arsenia is also a mindfulness practitioner and educator. She teaches mindfulness with a DEI lens to grades 3rd-8th and is also a 2020 Graduate of Mindful Schools.



SYSTEMS ADVISOR: ALLIE FARRELL

graduated from the Brown School of Social Work at Washington University in St. Louis, Mo. with an MSW and a concentration in Children, Youth, and Families. Before social work school, Allie graduated from UCLA with a degree in international

development, and went on to do Peace Corps in South Africa, focusing on community HIV outreach and youth development. She returned to her home state of California to continue working with young people in schools, with an organization that emphasizes social and emotional skills and physical activity. Allie joined the SSDL full time in 2018, where she leads the SSDL's portfolio of K-12-focused work. In her free time, Allie enjoys sports, exploring St. Louis, and coffee.



SYSTEMS ADVISOR: JUSTIN RAYMUNDO brings an expert perspective in equitable talent development, built during his time facilitating Monsanto's global development partnerships and while managing Monsanto's Beachell-Borlaug International Scholars program. Justin coordinated a global team that engaged leading research organizations and universities. This created a pipeline for the premier fellowship to advance food security through innovation in plant science. Justin then went on to lead one of the St. Louis region's most extensive portfolios of inclusive and equitable youth

workforce readiness programs during his time with Diversity Awareness Partnership. Alongside partners including PwC, Edward Jones, Centene Corporation, and BioSTL, Justin supported high school students by expanding their professional networks and opportunities for mentorship from industry leaders. In his current role as the corporate head of marketing for a global design and manufacturing company, Justin has established Amanda Blu's first formal Marketing and Sales division. His contributions have enabled the company to succeed in the modern retail landscape. Justin has shaped processes, businesses development initiatives, and company culture-shifts to expand and sustain partnerships with national retailers including Bass Pro Shops, Cracker Barrel Old Country Store, Hallmark and Disney. As a queer, person of color and first generation American, Justin is fully aware of how equitable workforce strategies influence the livelihoods of people who are often overlooked.



RACIAL JUSTICE, HEALING AND RECONCILIATION ADVISOR: DR. BILLIE MAYO formerly served as the Assistant to the Chief Academic Office of the St. Louis Public Schools and the Director of the Saint Louis Urban Educational Leadership Cohort at Saint Louis University. Billie spent 23 years as a middle school teacher before moving into administration. She has also been responsible for training St. Louis Public Schools personnel on a number of topics including learning styles, effective communication, improving discipline with dignity, conflict

mediation and stress management. Billie has offered her insight on building multicultural

alliances in workshops in the Virgin Islands, Portland Oregon, Wichita and Winfield Kansas, University City, Riverview Gardens, Saint Louis Public Schools and a number of places too numerous to mention. She has been a facilitator for the World of Difference Program, NCCJ's Dismantling Racism Institutes, the Teaching and Leading for Social Justice Advocacy Project, and the Leadership and Racism Retreats and Institutes. Dr. Mayo, a graduate of Harris Stowe State Teachers College, has completed two Masters Degrees at Webster University and a Doctorate in Educational Administration at Saint Louis University. Some of Billie's achievements are the 1998 Ford Foundation "Heroes and Sheroes" award for Human Rights, the Sammy Davis, Jr. "Yes I Can" award in 1996, the Saint Louis American's 2002 Salute to Excellence Award for Educators, the 2003 University City School System's Martin Luther King Spirit Award for Social Justice, and the University of Missouri-St. Louis 2007 Dean's award for contributions to Social Justice.

III. PROJECT SUMMARY AND DELIVERABLES

Changing Systems proposes supporting ABAR (Anti-Bias, Anti-Racist) Capacity Building and Coaching in partnership with the administrative/leadership team of Robinson Elementary in the Kirwood School District and all who fall under the requested perview of this proposal request.

We offer monthly ABAR (Anti-Bias, Anti-Racism) Capacity Building and Coaching sessions. We offer 5 sessions and each a minimum of 3 hours in length. Finalizing session and coaching offerings on dates determined and agreed upon during partnership with district leadership ahead of finalizing an agreement.

Coaching sessions typically begin after ABAR Session three and are 90 minutes in length each month for 3 months. Sessions are held with individuals and/or teams supporting systematizing action plans based on historical, regional, district and school data. Individuals and/or groups are assigned coaches who meet with them monthly for strategy, implementation support and feedback. Finalizing session and coaching offerings on dates determined and agreed upon during partnership with district leadership ahead of finalizing an agreement.

This project proposal and scope is in line with Kirkwood School Districts strategic priorities related to education equity and improving educational outcomes for black and brown children.

Changing Systems© Capacity Building Session Descriptions

***Survey, Continued Capacity Building and Coaching:** Ahead of capacity building and coaching sessions, Changing Systems will gather feedback from participants (as outlined per our agreement) via survey, one on one's and small group sessions to understand the current climate as shared by the identified stakeholders, gaps that may be impeding an equitable school environment and the best approach for on-going capacity building and coaching efforts. Sessions will continue and be responsive to what participants share as needed for applying ARE (Anti-Racist Education) work in practice. Coaching practice will be integrated in this capacity building session.

Session One: Language + Responsibility: In this introductory session, participants will explore shared language for talking effectively about systemic racism, understand how we have all been shaped by systemic racism, examine the relationship between individuals + institutions as well as our responsibility as individuals working within institutions. Coaching practice will be integrated in this capacity building session.

Session Two: History + Data: Session two will explore an analysis of the development of systemic racism along with ways racism and racist institutional values have been legally codified and institutionally perpetuated throughout U.S. history. We will also examine regional historical context and district data that illustrate the impact and outcomes for black and brown communities. Coaching practice will be integrated in this capacity building session.

Session Three, Part One: Systems Thinking + Application: Participants will learn to use systems thinking mapping + modeling to understand the complex systems of racism that affect their students and identify leverage points for change application. Coaching practice will be integrated in this capacity building session.

Session Four: Action Planning + Next Steps: Participants will identify strategies to dismantle racism and learn about action planning and implementation based on anti-racist values and a redesign of structures accountable to BIPOC (Black, Brown, and Indigenous People of Color) and oppressed groups. Coaching practice will be integrated in this capacity building session.

IV. PROJECT COST AND TIMELINE

(as discussed and amended based on planning conversations with the Robinson Elementary organizing team and Changing Systems as of 6/2/2021)

Meeting Workshop Coaching	Date(s)	Scope Duration	Project Cost
Survey (Soft Audit to Capture Gaps/"What Might We Be Missing"), One on One's and Small Group Feedback Sessions	TBD	60-90 Minute Sessions Full Staff, PTO and Community Survey Targeted 1:1 and Small Group Feedback Sessions	\$8,500 (estimate depending on # of groups)
ARE (Ant-Racist Education) Capacity Building and Coaching Sessions	TBD	Monthly/Bi-Monthly Sessions at 90 mins each Targeted Sessions for Frontline Staff, PTO, Board etc (Can break into smaller groups depending on feedback from teams and leadership recommendations)	\$18,500 (estimate depending on # of groups)
Consultant Team Preparation, On-Going Planning Meetings and Administrative Costs	2021-2022	Full Project Scope	\$10,500
Estimated Project Cost			\$TBD

***Project timeline and final contract costs are TBD given ongoing discussions with Robinson Elementary leadership drafted as of 6/2/2021. **Final project timelines and total costs are pending confirmed scope and proposal approval in collaboration with Robinson Elementary administrative and respective leadership team(s).**

***Prior to a contractual agreement, elements of this proposal may be amended upon collaboration with the partner, at the discretion of the **Changing Systems** facilitation team.

V. EVALUATION

To determine the relevance and level of achievement of project objectives, development effectiveness, efficiency, impact and sustainability, **Changing Systems** will administer a brief post project evaluation at the end of the project/program year with program facilitators and project/partner lead(s)/staff. Results will be shared with project partner(s) upon request.

VI. SIGNATURE(S)

Your signature(s) below indicates the acceptance of this proposal ahead of finalizing a separate contractual agreement with Changing Systems:

Signature: Organization | School | Partner

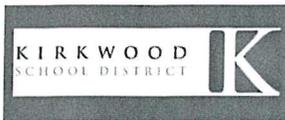
Authorized Signature

Print Name and Title

Signature: Lead Consultant

Sherita M. Love-Founding Executive Director, Changing Systems

Authorized Signature and Title



Angeline ONealHogrefe <angeline.onealhogrefe@kirkwoodschoo.org>

DEI training

3 messages

Angeline ONealHogrefe <angeline.onealhogrefe@kirkwoodschoo.org>
To: Shonda Ambers-Phillips <Shonda.Ambers-Phillips@kirkwoodschoo.org>

Wed, Apr 21, 2021 at 1:02 PM

Hi Shonda-

I hope all is well.

I am reaching out b/c our PTO exec board, REG chairs and our front office staff would like to do DEI training this summer. I wanted to see if you had a company you had worked with previously to provide this to others in the district. I have reached out to Educational Equity Center of St. Louis and they have some options available.

Thanks for your help and have a great day!

--

Sincerely,

Angeline O'Neal-Hogrefe (Dr. OH)
Principal
Robinson Elementary

Shonda Ambers-Phillips <Shonda.Ambers-Phillips@kirkwoodschoo.org>
To: Angeline ONealHogrefe <angeline.onealhogrefe@kirkwoodschoo.org>

Thu, May 13, 2021 at 3:05 PM

Hello Angeline,

I appreciate you reaching out to inquire about DEI training. I have worked with Educational Equity Consultants and like them quite a bit. They can be a bit pricey but they do amazing work. I also like NCCJ St. Louis, Diversity Awareness Partnership and the Education Equity Center of St. Louis to name a few. It might be worthwhile to connect with them to see which one best meets your needs and funding.

Shonda Ambers-Phillips. Ed.D
Executive Director of Equity, Wellness and Inclusion
Office of Student Services
Kirkwood School District
11289 Manchester Rd.
Kirkwood, Mo 63122
(314) 213-6105
(314) 957-8196 FAX
shonda.ambers-phillips@kirkwoodschoo.org
Feedback Form: Consider taking a minute to help me learn and grow..

[Quoted text hidden]

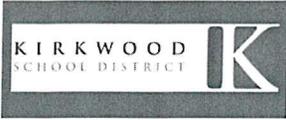
Angeline ONealHogrefe <angeline.onealhogrefe@kirkwoodschoo.org>
To: Robinson PTO <robinsonpto@kirkwoodschoo.org>

Thu, May 13, 2021 at 9:07 PM

Hi Whitney-

Do you want to reach out to these other companies to schedule a meeting and get a quote from them as well???? Thanks!

[Quoted text hidden]



Angeline O'NealHogrefe <angeline.onealhogrefe@kirkwoodschoo.org>

Summer PD

1 message

Angeline O'NealHogrefe <angeline.onealhogrefe@kirkwoodschoo.org>

Mon, Mar 1, 2021 at 9:28 AM

To: "Dr. Howard E. Fields III" <howard.fields@kirkwoodschoo.org>, Bryan Painter <Bryan.Painter@kirkwoodschoo.org>, Andrea Rybialek <andrea.rybialek@kirkwoodschoo.org>

Good morning all-

I hope you had a good weekend!

I have been thinking about PD for myself and Christina this summer. I went back to our direct reports agenda for the info that had been previously shared. I'd like for the two of us to attend the summer academy:

Leadership and Racism Institute - June 21-24, 2021 Educational Equity Consultants

When I went to the link it is very expensive. Do you know if the price \$1625 is per person or building? I talked to Alyssa and Jeremy and they said that it's worth it. Please let me know if there are others in the district attending and if we pay this from our building budget.

Thanks so much for your help and have a great day!

--

Sincerely,

Angeline O'Neal-Hogrefe (Dr. OH)
Principal
Robinson Elementary

